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Green Energy Innovation Policy		

PURPOSE

Consolidated Group of Companies is committed to advancing sustainable development through the adoption of green energy solutions and innovative practices that reduce our environmental footprint while delivering long-term operational, social, and economic value.

This policy outlines our commitment to integrating renewable energy technologies, improving energy efficiency, and fostering innovation across our operations. It also reflects our dedication to supporting **Indigenous participation and female representation** in the growing green energy and sustainability sectors.

Through this Green Energy Innovation Policy, Consolidated Group aims to demonstrate leadership in sustainability within the contracting, mining, construction, and transport industries, while contributing positively to the environment, communities, and future economy.

OBJECTIVES

Consolidated Group of Companies is dedicated to supporting the transition to a lower-carbon and more sustainable operating model by committing to the following objectives:

- **Integrating Renewable Energy**
Progressively implement renewable energy solutions, including solar, wind, and other emerging technologies, across facilities, project sites, and temporary works where feasible.
- **Promoting Energy Efficiency**
Continuously assess and improve energy use across plant, equipment, transport, and facilities to minimise waste and maximise efficiency.
- **Supporting Sustainable Operations**
Increase the use of battery-powered, hybrid, and electric equipment to reduce emissions, noise, and fuel dependency where operationally viable.
- **Driving Innovation**
Encourage innovation, research, and new technologies that support sustainability outcomes, improved efficiency, and reduced environmental impact.
- **Inclusive Workforce Development**
Support training, employment, and development pathways for **Aboriginal and Torres Strait Islander peoples and women** in green energy, clean technology, and sustainability-related roles.

KEY INITIATIVES

To achieve these objectives, Consolidated Group of Companies will pursue the following initiatives, subject to operational, financial, and safety considerations:

- **Renewable Energy Deployment**
Invest in and trial renewable energy solutions such as solar-powered site offices, amenities, lighting, and infrastructure on suitable projects and facilities.
- **Electric and Battery-Powered Equipment**
Gradually transition from diesel-powered plant and equipment to electric, battery-powered, or low-emission alternatives where practicable.

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- **Transport and Logistics Optimisation**
Reduce emissions associated with transport by:
 - Optimising logistics and vehicle utilisation
 - Using shared transport solutions (e.g. buses) where feasible
 - Investigating low-emission vehicle options over time
- **Sustainable Procurement**
Prioritise suppliers, products, and services that demonstrate strong environmental performance, innovation, and commitment to sustainability.
- **Research, Partnerships and Innovation**
Collaborate with research institutions, technology providers, Indigenous enterprises, and industry partners to trial and implement sustainable technologies and solutions.
- **Monitoring, Measurement and Reporting**
Implement systems to monitor energy consumption, emissions reduction, and performance of green energy initiatives, supporting continuous improvement and accountability.

GOVERNANCE, REVIEW AND CONTINUOUS IMPROVEMENT

- This policy will be reviewed **annually** or sooner where required due to regulatory, technological, or operational changes.
- Feedback from employees, contractors, Indigenous partners, clients, and community stakeholders will be encouraged to support continuous improvement.
- Sustainability and green energy performance may be incorporated into business planning, reporting, and client communications where appropriate.

RESPONSIBILITIES

- **Directors and Senior Management**
Provide leadership, strategic direction, and oversight for green energy and sustainability initiatives.
- **Managers**
Identify opportunities to implement green energy solutions within their areas of responsibility and support innovation and workforce participation initiatives.
- **Employees and Contractors**
Comply with sustainability-related procedures and actively support initiatives that reduce environmental impact and improve energy efficiency.

RELATED DOCUMENTS

- Green Energy Road Map Plan
- Managers “Plan on a Page”
- Sustainability & Continuous Improvement Policy

COMMITMENT

This policy applies to all Consolidated Group employees, contractors, suppliers, and stakeholders and covers all operational areas, including project delivery, procurement, transport, and facility management.

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Consolidated Group remains committed to innovation, sustainability, and inclusive growth as key drivers of long-term success.

Approved



Theo Tsorvas

Director

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